

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA Governance and Compensation Meeting

Date and Time

Friday January 16, 2026 at 2:00 PM

Location

<https://kippma-org.zoom.us/j/82315329069>

Committee Members Present

D. Borchard (remote), M. Kendall (remote), R. Barnes (remote), S. Lim (remote), S. Pierre-Louis

Committee Members Absent

M. Fates

Committee Members who arrived after the meeting opened

S. Pierre-Louis

Guests Present

J. Fetbroth (remote)

I. Opening Items**A. Record Attendance****B. Call the Meeting to Order**

R. Barnes called a meeting of the Governance and Compensation Committee of KIPP Academy Massachusetts to order on Friday Jan 16, 2026 at 2:05 PM.

C. Approve Minutes

D. Borchard made a motion to approve the minutes from KIPP MA Governance and Compensation Meeting on 10-10-25.

S. Lim seconded the motion.

The committee **VOTED** to approve the motion.

II. Governance and Compensation

A. ED Goals 25-26

The Executive Director discussed her proposed goals for 25-26. Usually these are approved by the Chair and are primarily organizational goals, but with a new regional superintendent through the KIPP Foundation she wanted to expand to include network goals and goals that are more responsive to KIPP MA needs.

1. Keep the Essential Questions goals we need to track towards
2. Add a few new goals aligned with One KIPP priorities
3. Add a few new goals around Finance and Talent to address some of the gaps we've recently experienced

She gave the Committee time to review and made space for questions.

A committee member asked in terms of academic goals, how much of a lift is the current goal from where we were last year? For SGP (growth), it's generally 50%, but we dropped in math in Boston (44%). The 15% growth goal comes from the organizational wildly important goal of increasing reading and math proficiency by 15%.

The committee reviewed SY24-25 data on the DESE website to determine the rigor of the goals. A member of the committee asked if the goals felt feasible. They reviewed recent iReady data as another data point.

A member of the committee suggested that when we look back at this data in the fall we include exact data points.

The Executive Director wants to hear from the Finance and Facilities Committee as to whether her goals around finance feel right. A member of the committee noted we need to be more forward looking in our finance work. The Executive Director is going to ask the CFO for his input.

B. ED Mid-year Review

The committee is going to run the same play with the ED review. It will be shared with the Senior Leadership Team (Chiefs, Principals and Managing Directors), the ED Consigliere, and Assistant Principals.

We saw low participation last year, so this year the Executive Director will send an email asking for feedback in advance of the review being sent.

The review will be sent after February break.

C. ED Decision-making 2/2-2/6

The committee reviewed the RAPID for decision-making while the ED is out of the country for one week in February. The committee agreed with having one ultimate decision maker and is available for consultation and support during this time.

D. PFML Policy

KIPP MA has been working with members of the People Committee and other schools to update our PFML supplemental leave benefit. We are looking to be more balanced and create a system that rewards longevity while also minimizing the cost of supplemental leave the organization.

The committee reviewed the new plan effective 8/1/26. It is projected to save the organization between \$200,000 and \$300,000.

A member of the committee asked how we compare with our peers. The committee reviewed a chart of benefits offered by other charter and public school systems to calibrate.

The tenure element resonates with the committee.

S. Pierre-Louis arrived at 2:32 PM.

E. Succession Planning

The Chair of the Board shared that she is relocating due to a new job opportunity. She believes the Board Chair should live in Massachusetts and hopes to remain on the Finance and Facilities Committee, but is planning to transition out of her role as Chair.

The Chair, Vice Chair and Executive Director have met to discuss potential next steps, and have been in conversation with current Board members about interest in the Chair role. The Executive Director is meeting with the Vice Chair and a current Board member interested in the Chair role in March. The Vice Chair is currently unable to move into the Chair role due to capacity.

The Committee discussed next steps. The Governance and Compensation Committee can make a recommendation, but the Board will formerly vote the Chair in.

A member of the Committee asked if we've done due diligence and considered all Board members. The Executive Director, Chair and Vice Chair feel they have, and identified that

the Board member interested in becoming Chair has capacity and is interested in increasing the fundraising capacity of the organization. This Board member is also excited about the opportunity and works well with the Executive Director.

After the Executive Director meets with the Vice Chair and potential new Chair, the Governance and Compensation Committee will reconvene and discuss next steps.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 2:54 PM.

Respectfully Submitted,
R. Barnes

Documents used during the meeting

None

Documents reviewed during the meeting:

- ED Goals 25-26
- RAPID for Decision Making
- Updated PFML Policy